

**YUBA COUNTY CAL-WORKS
PLAN ADDENDUM
WELFARE TO WORK GRANT
FEBRUARY 5, 1999**

On August 19, 1998 Yuba County Human Services Agency Director, Mike Noda and Richard Teagarden, Superintendent Yuba County Office of Education signed a contractual agreement. This agreement created a partnership between the two agencies to provide service delivery to applicants identified who meet the "Hard to Serve" criteria, under the WtoW grant program.

Applicants who meet the Hard to Serve criteria will be referred to Yuba County Office of Education, Regional Career Center Welfare to Work unit. Once referred, RCC's WtoW unit will provide four (4) weeks of assessment testing, career research, self esteem, and job retention activities. The information and assessment obtained during this period will be brought before a WtoW Action Team consisting of the client's designated RCC counselor (lead agency), CWD Counselor, CWD assessment specialist, and representatives from other agencies as appropriate.

The team will develop an Individual Responsibility Plan and Welfare to Work Plan for their respective programs. The plans will be identical and non-duplicating. The RCC WtoW counselor will facilitate WtoW activities for the hard to serve client.

Upon completion of the four (4) week assessment period, the RCC counselor will refer the client to a six (6) week "Jump Start" work experience activity provided by private sector temporary job placement agencies. Work experience activity will be complemented with job retention classroom training. The client will not be referred into the work experience component unless he/she possess job retention skills and good work habits. Short term remediation as assessed will be provided for those clients that are not considered job ready.

Upon completion of the six (6) week work experience, private sector temporary placement agencies are committing to provide entry level

employment and/or job placement for those clients that have good attendance and do a good job. Incentives will be provided to the client for good attendance and to the temporary placement agencies for placements. The temporary agencies will work closely with the Employment Development Department, Yuba Sutter Economic Development Corporation and the Yuba – Sutter Chamber of Commerce in the development of jobs and marketing of the clients as a viable product for employers. Private sector employers will be guaranteed 100% attendance of the client for the first 90 days of employment. Should the client fail to show for work, temporary placement agency partners will furnish the business an employee from their personnel pool and we will reimburse the agency for the costs.

Post employment plans will be developed by the WtoW Action Team and facilitated by the RCC WtoW counselor. Child care, transportation, housing and other supportive services will be provided during post employment for a period of up to 6 months. Private sector employers and the temporary placement agencies will be offered customized training for the clients they hire with an hourly rate increase requirement contingency.

Whenever a possible substance abuse or mental health issue is identified, a referral will be made to the Cal-WORKS case manager assigned to the WtoW Action Team. The Cal-WORKS case manager will refer the client to an on-site mental health counselor who will complete an assessment for possible treatment needs.

The Yuba County Human Service Agency staff and Yuba County Office of Education Regional Career Center staff will meet on a regular basis to evaluate and determine means for corrective action to improve performance if such is required.